

WOMAN'S HOME PAGE

CHARLES DWYER... Editor.

Some Famous Women Philanthropists of To-day

By LOUIS SHERWIN

HOW AMERICA'S COLOSSAL FORTUNES ARE BEING SPENT

Mrs. Stanford Found a University—Mrs. Hearst the "Angel" of Berkeley—Mrs. Harriman Gives a Huge Park to the People

Nothing do American women of to-day more clearly reveal the active presence in themselves of a spirit which was, at most, dormant in the American woman of yesterday, than in the character and quality and magnitude of their efforts in the direction of caring for others.

Such is the summary of Elizabeth MacCracken's judgment in her book about the American woman. Superficially this may sound like a very partial statement of a rhapsodically patriotic person. The "Lady Bountiful" is supposed to have existed even in the semi-barbarism of the Middle Ages. The males of past generations proverbially boasted of leaving charity entirely to their women folk. And no intelligent person for a minute supposes that the woman who "cares for others"—the word "charity" with its invidious meaning seems fortunately to be passing from the language—nobody supposes that she is to be found only in this country.

The multi-millionaire female philanthropist, however, is peculiar to America. Nowhere else have so many tremendous fortunes fallen, almost simultaneously, under the unrestricted administration

have the millions been spent so scientifically. It would seem as if some of the most prominent men who have made America proverbial for "swollen fortunes" have waited until after their death to reply to the accusations of "predatory finance" that were hurled at them all their life long. Hardly had the country overcome its surprise at the Russell Sage will and its feeling almost akin to sympathy at the magnitude of the task before Russell Sage's widow, when the news was published of the testament of E. H. Harriman, supposed to be the shortest document of its kind on record. It certainly is the briefest possible disposal of \$100,000,000. But for many years before the dynamic railroad man ever thought of dying and while Sage's miserly fingers were still clutching at the hoards he was piling up, the bulk of two of the most famous California fortunes were being spent by the women whose names are inseparably associated with philanthropy on the Pacific coast—Phoebe Apperson Hearst and the late Jane Lathrop Stanford.

Gifts to Universities

The manifold and diverse beneficence

they were respectively interested. Of these the least one can say is that the high standard of education in California is due to Mrs. Hearst and Mrs. Leland Stanford. Being a State university, of course, the school at Berkeley would exist without Mrs. Hearst, although it could not pretend to anything like its present prosperity and an efficiency that is recognized all over the country. On the other hand, Leland Stanford Junior University owes its existence to the mother of the boy to whom it is a memorial. She has practically done everything for the Palo Alto school, while Mrs. Hearst has vied with her in building up the one at Berkeley. Here are some of the things the latter has done for the University of California: she established, built and endowed the school of mines, gave Hearst Hall, the assembly building in which meetings and concerts are held, built the famous Greek Theatre and, whenever funds are needed for any new academic departure, President Benjamin Ide Wheeler generally knows where he can get them without going outside the board of regents. Mrs. Hearst is a member of the board of regents.

der she was a school teacher in an excessively Puritan community. As a result, she approaches her task entirely from a scientific standpoint. But Mrs. Harriman has more of the qualities of the mother and the housekeeper than of the school teacher and the methodical philanthropist. She has naturally become strongly imbued with the viewpoint of her late husband—and it is known that Mr. Harriman was no believer in institutional charity. He did not approve of giving money to the poor, but of giving them opportunities to make money. Consequently, when he started the work on his estate at Arden, he hired exclusively local labor, although he could have got the job finished in half the time by giving out the contract elsewhere. As it is, it has lasted five years already, and probably will take five years more before it is completed.

"Helping the poor does not mean giving them money. In most cases that would be the worst possible thing to do," says Mrs. Sage. And her views are further expressed in the charter of the Russell Sage Foundation. "Not to relieve individual or family need, but to

she doubled all the bequests made by her husband to the other heirs.

Homes for Working Girls

The problem of comfortable and pleasant-looking homes for working people is one in which Mrs. Sage is especially interested. Her men of affairs are now at work on a plan for establishing model tenements in New York City. Furthermore, she has bought 50 acres of ground near Jamaica, where she is spending \$350,000 in experiments for this same cause. Some illustrations on this page show a portion of the progress that is being made in this quarter. Her ten million dollar gift to the Russell Sage Foundation has been invested so as to yield an annual income of \$400,000. A large proportion of this is being spent in the Anti-Tuberculosis campaign. The National Playground Association also is being helped and the various institutions for the blind get their quota. John M. Glenn is executive head of the Foundation, while the School Hygiene Department is under the direction of Luther H. Gulick.

Mrs. Harriman's most notable gift so far has been the Palisades Park, following the well-known intention of her husband. The State of New York not only has been presented with a magnificent tract of land, but with sufficient money to enable it to buy up as much more as is necessary to make the finest interstate forest reserve in the country right on the Hudson River. Mrs. Harriman has thus preserved for the use of the people what is perhaps the most gorgeous scenic territory in the East—although it is rather a large order to make comparisons. She is also carrying out Mr. Harriman's wishes with regard to the Industrial School which he had established on the East Side of New York.

Helen Gould's Philanthropy

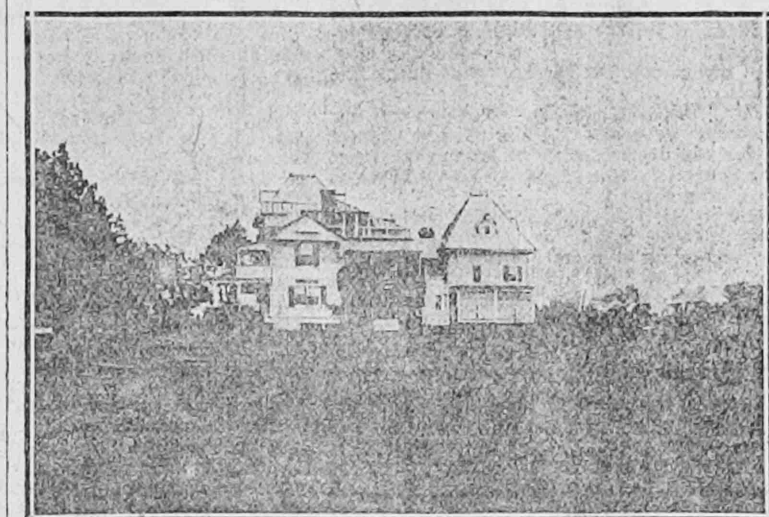
The philanthropic activities of Helen Miller Gould have been well known for some time. The greater part of the good done by this woman will never be known—probably not even by the people benefited. All her life she has devoted both time and energy towards spending her share of the money left by Jay Gould for the poor and suffering. Her greatest individual gift was to the University of the City of New York, to which she presented a library building at a cost of \$100,000. Of the \$100,000 she sent the United States Government when the Spanish war broke out and how she equipped a hospital camp and went right to the scene and nursed the wounded herself everybody knows. Miss Gould is not so much

MRS. RUSSELL SAGE GIVES \$20,000,000 IN TWO YEARS

Miss Helen Clay Frick and Recreation Parks—Pierpont Morgan's Daughter and the Shirtwaist Makers' Strike—Helen Gould's Work for the Poor

Sage, she is able to give more individual attention to the charitable gifts she makes. They are by no means confined

Mrs. Edward Lauterbach is another wealthy New Yorker who gives both time and money for the benefit of the

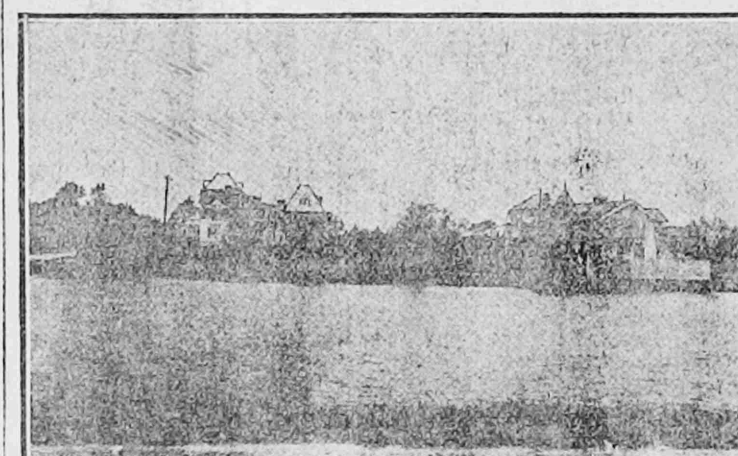


Mrs. Sage's Country House at Lawrence, L. I., Near Which She is Conducting Experiments in the Housing of Working People.

In addition to this, Mrs. Hearst has established and endowed five kindergarten classes for the children of the poor in San Francisco. The manual training school in the Golden Gate city owes its existence to her. She has established kindergartens and a kindergarten training school, Washington, D. C. She also built the Children's Hospital at Albany, N. Y., at a cost of \$100,000, and then endowed it with a like sum for its maintenance. And these are merely some of the best-known instances of the philanthropy of Mrs. Hearst and Mrs. Stanford.

Mrs. Sage's Training

The fortunes of Russell Sage and Edward H. Harriman, on the other hand, will be spent in more widely differing ways. Mrs. Sage and Mrs. Harriman are far more dissimilar in their personalities and ideas than were Mrs. Hearst and Mrs. Stanford. It would seem as if the former's entire life and training were intended to equip her for the task with which she was confronted in her eighty-first year. Mrs. Sage has always been interested in philanthropic and educational work; before she married the remarkable Wall Street money len-



The Lake on Mrs. Sage's Estate on Long Island.

\$750,000 for the relief of the aged poor and invalids; the Association for the Relief of Indigent Females, \$100,000 to the City Hospital, New York, for the foundation of the Russell Sage Institute of Pathology. Six months after the probating of the will,



Mrs. Sage and John M. Glenn, Executive Head of the Russell Sage Foundation.

to this country, by the way, as many unfortunate on the other side of the Atlantic have found out, the new Tomba bill, the Pension, Prison and Anti-Sweating bills through the New York Legislature. Then, too, there is Helen Clay Frick, daughter of Henry C. Frick, the millionaire banker. She does not have to spend for anybody's death in order to spend vast sums in social service work, as she has already given them, and is doing it all the time. Recreation parks for the people is her favorite hobby. In Chicago there are many women who spend not only money but brains and energy in their philanthropic enterprises. Mrs. J. Ogden Armour, Miss Higgenbotham and almost a score of others, who are generally supposed to be frittering their time away solely in social diversions are, as a matter of fact, extremely busy and capable women, who look upon their wealth as a responsibility which they try to discharge intelligently. In fact, persons of this type can be found in every city throughout the United States.



Mrs. Russell Sage at Home.

of women. Nowhere else have the heirs to such fortunes shown such a keen sense of responsibility. Nowhere else

DEPARTMENT STORES OFFER STEADY CAREER FOR GIRLS

Excellent Chances of Advancement to Well Paid Positions for Industrious and Intelligent Persons

By LAURA A. SMITH

Learn to move quickly and quietly. Cultivate a pleasant, obliging manner. Be loyal to your firm. Never discuss a customer with outsiders. Have a definite ambition to climb upwards. Try to gain and keep the goodwill of fellow employees. Avoid gum chewing, exaggerated coiffure and cheap jewelry. Treat all men customers with dignity and reserve. Never accept invitations from strangers.

question asked the girl applying for a position as clerk is: "What experience have you had?" Therefore, if you live in a small town and have ambitions toward going to a larger city, I advise you to work in your home shops for a few weeks or months, so that you may truthfully say you have had experience. Clerking in a small general store is a fine experience, for you are not confined to one counter, but learn many different kinds of goods and prices. In a country store you come into closer touch with your employer, are called into consultation when he deals with buyers, and thus you increase your own knowledge of buying, ordering, judging materials and what a good store needs in the way of variety. Because you have this general knowledge in the city. You can fill a vacancy in any department better than the girl trained to sell just one kind of goods. Your experience will stand you in good stead, too, if the time arrives when you can set up your own little shop.

In your own town you come in contact with a different type of customers from those in the large cities. The persons who come to you are not professional shoppers, but friends who have faith in your judgment and who ask you to decide for them. Thus you learn to "size-up" customers and study how to please them. Merchants

in smaller towns cannot depend on tourists and surrounding towns to relieve them of old stock, but expect their clerks to sell the old stock before the time comes to lay in a new supply. Now, though it is not generally admitted, a clerk's duty is just as much to get rid of slow-sellers as it is to sell out fresh, desirable goods. The more practice and success you have in selling the former, the more valuable you will be to your employer. "Anyone can sell a customer the things he wishes," said a merchant. I expect my clerk to sell him the things we wish sold."

In Smaller Towns.

The life of a girl clerk in a smaller town is a pleasant one. There is the daily visiting with friends who come to the store and the making of new acquaintances. As the townspeople are her relatives and friends, she enjoys more social life in the evenings than the city clerk does generally. Because the girl in the small town knows her customers' personal affairs, it is difficult for her not to bring personal likes and dislikes into her work. She needs make new friends and forgive old enemies, lest they take their spite out on her and buy elsewhere. No clerk receives a munificent salary; but the girl in the small town who has from \$2.50 to \$7 a week lives at home, knows how to sew, and can make her money go much further than the girl in the city who earns twice as much. Take all these things into consideration, especially the loss of home and personal friends, when you wish to go to a larger city because of "bigger salary."

In the large shops, applying for a position is a very cut-and-dried affair. You generally go to a shop because you know some of the clerks or it has been recommended to you. You are told the way to the desk where applicants are interviewed, and you are taken on at once or your name is put

on the waiting-list. You are but a unit in a vast system in a big department store. Consider how little time your employer can give you when there are from one to two thousand employees. Your style of dress will be regulated, so will your time, your lunches and perhaps your recreations. Most of the big stores have their own clubs and dancing classes for clerks. They also have rest-rooms, sick-rooms and roof gardens and libraries for their employees. Many have day schools for the cash boys and girls, and the wrappers, and night schools for older clerks. You will be under rigid inspection every moment of the day. You must keep your hair shampooed and becomingly arranged, your complexion healthy and your hands in good condition. Your gown must be neat and well-kept, and your neckwear spotless. Get into the confidence of a girl clerk and you will find that her evenings are generally spent in washing and ironing neckwear and white waists and in attending to her hair, hands and feet. The continual standing is hard on the feet, so you must patronize a good bootmaker and the counter and chat while the customers wait, who use slang and who ridicule a customer openly; and the dignified class, whose members are noted for quiet, refined, courteous manners, who do not gossip or flirt, and who rise steadily from cash girl to heads of departments or foreign buyers. The best way to judge the kind of clerk you wish to be is to think, "What kind of girl do I prefer to have wait on me?" Try to be that kind and you will not go amiss.

How Progress is Made.

I cannot better describe a clerk's progress than to let a most lovable

and efficient young woman in one of the large department stores tell her story as she told it to me. Beatie is neat, pretty and refined. Her employers call her a model clerk, for she is not only quick, obliging and popular with customers, but she has brains and wit enough to advance. Her experience is the experience of the successful girl in general.

Beatie says: "When I first went into the store I started as wrapper of packages and cashier for the counter. Soon I was made inspector of wrappers and packages and received four dollars a week. I boarded with my married sister and paid her three dollars a week. Most of the girls board at home. They could not pay board outside and have enough left for carfare, lunches and clothes. In three months' time I was transferred to selling boys' blouses. I tell you I felt proud when I stood behind the counter and sold goods. I had to attend the school in the store where salespeople are instructed how to sell, how to address a customer pleasantly and to be willing and courteous. My salary at the blouse counter was \$5 a week. I took the place in June and in December was given charge of the counter, taking the place of a girl who had been there fifteen years. My hours were from 8 A. M. to 5:30 P. M. Here I learned how to know the customers and to fill in sizes by ordering from the manufacturer. After selling blouses two years they put me in the transfer department for one month. My salary was then \$5 a week. Here I settled transfer slips when customers had finished shopping, and gave shipping directions. I had to be quick at figures, adding amounts from different bills and to know the different express companies and railroad routes. Next I went to the handkerchief department for one year, then to the misses' suits, where my salary was increased to \$9. Then I came to where I am now, the French room,

STORY OF ONE SUCCESSFUL YOUNG WOMAN'S EXPERIENCE

Hours Are Long and Pay is Small For Beginners But Good Qualities Are Rewarded—Benefit Funds

selling French underwear and blouses. During the first six months my salary was \$10, and from the next year I have been receiving \$12 a week. When I am experienced enough to sell the handsome French lingerie robes my salary may reach \$75 a week.

The Hours.

"I am here at 7:45 A. M. They take our time, and if we come later than 8:30 we are fined. It is my duty to dust the cases and decorate the tables of the room with the underwear and robes. Each morning we get the advertisement for that day and read it thoroughly. The buyer for this department gets up the advertisement. Each clerk has stock to take care of, to clean, brush and put away carefully. This occupies at least an hour and a half of time, as we have to keep leaving the stock to wait on customers. We are not allowed to have any visitors, nor are the girls allowed to talk with each other. This is a just rule, I think, as we need all our time and attention for our work. Monday, for example, I sold forty customers different garments, my sales amounting to \$365. The girls who go ahead in clerking run a good book. The sales depend largely on the girl. When it is time to close, we undress the lay figures, put the stock away and cover it. We keep an inventory of stock, this work being divided among three clerks and a stock girl. We are not in the department as hot as possible with pulled bread, or

handle the pretty garments, and we get the best class of customers. Those who insist on having something entirely different from anything we can show them are trying on the nerves, but we learn to throw off the unpleasant effects. "In our store there is a benefit fund, to which all must belong. We are taxed ten cents each for the funeral of an employee. After we have been in the store two years we are allowed two weeks' vacation with pay. Every one is expected to take a vacation in summer, as trade is dull then. Most of the girls go to the country and a few to the seashore. Many stay right at home, resting and getting their winter clothes in order. "This is my allowance: Board, \$5 a week; carfare, 60 cents; washing, 75 cents; dozes; lunches, 60 cents; clothes, average \$3 a week. Salary \$12, expenses \$9.95, save \$2.05. "Any girl who wishes to clerk may take this girl's experience as typical of what she will have to learn and to do in the average big store.

Toasted Cheese.

Cut some Parmesan or American cheese into very thin slices or shreds. Put into a tin dish and set in the oven, or before the fire, to toast, and when thoroughly dissolved pour into it one heaping tablespoonful of butter, a little made mustard and a pinch of white pepper. Serve it in the dish as hot as possible with pulled bread, or placed on toast.